DOCUMENT RESUME

ED 298 118 SP 030 549

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TITLE A Study of Washington-Trained Education Graduates Pursuing Certification and Careers Out of State.
INSTITUTION Washington Office of the State Superintendent of Public Instruction, Olympia.
PUB DATE Aug 87
NOTE 29p.
PUB TYPE Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Elementary Secondary Education; *Employment Qualifications; *Faculty Mobility; Graduate Surveys; Job Applicants; *Migration Patterns; Occupational Information; *Teacher Certification; *Teacher Employment; *Teaching (Occupation)
IDENTIFIERS Reciprocal Teacher Certification; *Washington

ABSTRACT

From April 1, 1986 to June 1, 1987, a systematic effort was made to contact Washington teacher education graduates who were moving to other states, seeking certification in other states, and obtaining out-of-state teaching positions. The aim was to learn where Washington graduates were moving, what kind of reception they were receiving as they sought certification, and positions they obtained. One purpose of the study was to see if existing reciprocal certification agreements with other states were helpful to Washington graduates. The report presents data gathered by the survey. General observations are made on the survey responses, and suggestions are made for future studies. A copy of the survey questionnaire is included in the appendices. (JD)

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ED 298174

A STUDY OF WASHINGTON-TRAINED EDUCATION GRADUATES PURSUING CERTIFICATION AND CAREERS OUT OF STATE

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August, 1987
State of Washington
Superintendent of Public Instruction

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A STUDY OF

WASHINGTON-TRAINED EDUCATION GRADUATES

PURSUING CERTIFICATION AND CAREERS OUT OF STATE

August 1987

Frank B. Brouillet
Superintendent of Public Instruction

Charles R. (Bob) Marshall
Deputy Superintendent

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WASHINGTON-TRAINED TEACHER EDUCATION GRADUATES PURSUING CAREERS IN OTHER STATES

Introduction

From April 1, 1986 to June 1, 1987, Professional Certification made a systematic effort to contact Washington teacher education graduates who were moving to other states, seeking certification in other states, and obtaining out-of-state teaching positions. The office wanted to learn where Washington graduates were moving, what kind of reception they were receiving as they sought certification, and what positions they did obtain.

College placement officers and certification officers gave their teacher education graduates who made contact a post card to be returned to Professional Certification (See Exhibit A). There is no data on the number disseminated. When Professional Certification received the card, a questionnaire was sent to the individual (See Exhibit B). Although 295 post cards were returned, questionnaires were sent to 285 individuals. Of the 10 that weren't sent questionnaires, 6 are teaching in Washington and not planning on going out of state: the other 4 plan to return to Washington and are seeking positions in the state.

Table 1 indicates the number of persons who returned post cards and the colleges/universities where they were trained.

TABLE 1 -- NUMBER OF PERSONS RETURNING POSTCARDS:

Washington State University	81	(5)
Central Washington University	61	
Western Washington University	54	(1)
University of Washington	36	
Seattle Pacific University	19	
Whitworth College	14	
Eastern Washington University	6	
Gonzaga University	5	(4)
Northwest College	3	
Pacific Lutheran University	3	
Seattle University	2	
University of Puget Sound	1	
TOTAL:	285	295

POST CARD RESPONSE

Of the 285 individuals who responded, 37 are now serving in an educational setting in Washington, while 5 are not teaching or seeking a teaching position. Another 178 are already teaching in another state. Table 2 indicates the states where they are employed. Table 3 lists the states where persons are seeking certification and employment.

TABLE 2 -- OTHER STATES IN WHICH RESPONDENTS ARE TEACHING:

California	46	Hawaii	2
Oregon	34	Indiana	2
Alaska	19	Michigan	2
Idaho	18	South Dakota	2
Montana	10	Wisconsin	2
Colorado	8	Massachusetts	1
Arizona	5	Illinois	1
Texas	5	Kentucky	1
Wyoming	5	New Jersey	1
Connecticut	4	New Mexico	1
Nevada	3	South Carolina	1
Alabama	2	Virginia	1
Foreign	2		

TOTAL: 178

TABLE 3 -- OTHER STATES IN WHICH RESPONDENTS ARE SEEKING POSITIONS/APPLYING FOR CERTIFICATION:

Oregon	30	Pennsylvania	2
California	21	Foreign	1
Idaho	16	Georgia	1
Alaska	15	Hawaii	1
Colorado	8	Illinois	1
Montana	7	Indiana	1
Arizona	5	Kansas	1
Wyoming	3	Minnesota	1
Nevada	3	Missouri	1
Anywhere	2	New Mexico	1
Florida	2	New York	1
Massachusetts	2	Oklahoma	1
South Carolina	2	Texas	1
		West Virginia	1

TOTAL: 101*

*Some individuals have applied to more than one state

The following section is an analysis of post card returns by preparing institution of persons responding. Since individuals may seek certification and positions in more than one state, the total number of responses by states is not always the same as the number of persons given as seeking certification for each state.

Washington State University

Returned Cards: 81

Teaching Now in Washington: 17
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 42

Idaho	8	Foreign	1
Oregon	8	Illinois	1
California	7	Michigan	1
Montana	4	South Dakota	1
Indiana	2	Texas	1
Nevada	2	Virginia	1
Alaska	1	Wisconsin	1
Arizona	1	Wyoming	1
Colorado	1		

Not Teaching or Seeking Teaching Position: 2

Seeking Teaching Position/Applying for Certification Out of State: 36

Oregon	13	Colorado	1
Idaho	11	Illinois	1
California	9	Indiana	1
Arizona	5	Massachusetts	1
Montana	5	Pennsylvania	1
Alaska	2	South Carolina	1
Nevada	2	Texas	1
Anywhere	2	Wyoming	1

Central Washington University

Returned Cards: 61

Teaching Now in Washington: 3
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 43

Oregon	11	Texas	2
California	10	Connecticut	1
Alaska	7	Hawaii	1
Colorado	3	Idaho	1
Wyoming	3	South Dakota	1
Montana	2	Wisconsin	1

Not Teaching or Seeking Teaching Position: 0

Seeking Teaching Position/Applying for Certification Out of State: 18

Alaska	7	Georgia	1
Oregon	4	Missouri	1
Idaho	3	Oklahoma	1
California	1	Wyoming	1
Colorado	1		

Western Washington University

Returned Cards: 54

Teaching Now in Washington: 9
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 36

California	11	Kentucky	1
Oregon	8	Massachusetts	1
Alaska	2	Nevada	1
Colorado	2	New Mexico	1
Idaho	1	Texas	1
Foreign	1		

Not Teaching or Seeking Teaching Position: 0

Seeking Teaching Position/Applying for Certification Out of State: 18

California	7	Hawaii	1
Oregon	7	Minnesota	1
Alaska	2	Montana	1
Colorado	1	Nevada	1
Idaho	1	New York	1

University of Washington

Returned Cards: 36

Teaching Now in Washington: 1
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 22

Alaska	8	Arizona	1
California	3	Colorado	1
Oregon	3	Michigan	1
Connecticut	2	New Jersey	1
Alabama	1	Wyoming	1

Not Teaching or Seeking Teaching Position: 1

Seeking Teaching Position/Applying for Certification Out of State: 13

Oregon	3	Foreign	1
Florida	2	Kansas	1
Alaska	1	Massachusetts	1
California	1	Pennsylvania	1
Colorado	1	South Carolina	1
Idaho	1	West Virginia	1

Seattle Pacific University

Returned Cards: 19

Teaching Now in Washington: 2
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 13

California	3	Idaho	1
Alabama	1	Hawaii	1
Alaska	1	Oregon	1
Arizona	1	South Carolina	1
Colorado	1	Texas	1
Connecticut	1		

Not Teaching or Seeking Teaching Position: 2

Seeking Teaching Position/Applying for Certification Out of State: 4
California 2, Colorado 1, Montana 1

Whitworth College

Returned Cards: 14

Teaching Now in Washington: 1
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 12

California	5
Idaho	4
Arizona	2
Oregon	1

Not Teaching or Seeking Teaching Position: 0

Seeking Teaching Position/Applying for Certification Out of State: 2
Oregon 1, Colorado 1

Eastern Washington University

Returned Cards: 6

Teaching Now in Washington: 1
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 3
Montana 2, Idaho 1

Not Teaching or Seeking Teaching Position: 0

Seeking Teaching Position/Applying for Certification Out of State: 3
California 1, Colorado 1, Oregon 1

Gonzaga University

Returned Cards: 5

Teaching Now in Washington: 1
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 3
California 1, Idaho 1, Oregon 1

Not Teaching or Seeking Teaching Position: 0

Seeking Teaching Position/Applying for Certification Out of State: 2
Alaska 1, Idaho 1

Northwest College

Returned Cards: 3

Teaching Now in Washington: 0
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 1 (Montana)

Not Teaching or Seeking Teaching Position: 0

Seeking Teaching Position/Applying for Certification Out of State: 2
Colorado 1, Wyoming 1

Pacific Lutheran University

Returned Cards: 3

Teaching Now in Washington: 1
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 2
Idaho 1, Montana 1

Not Teaching or Seeking Teaching Position: 0

Seeking Teaching Position/Applying for Certification Out of State: 1
(Alaska)

Seattle University

Returned Cards: 2

Teaching Now in Washington: 1
(regular, substitute, ESA, administrator, other educational role)

Now Teaching Out of State: 1 (Oregon)

Not Teaching or Seeking Teaching Position: 0

Seeking Teaching Position/Applying for Certification Out of State: 1
(Alaska)

University of Puget Sound

Returned Cards: 1

Not teaching in Washington or out of state: 0

Seeking Teaching Position/Applying for Certification Out of State: 1
(Oregon)

QUESTIONNAIRE RESPONSE

Of the 285 questionnaires that were sent, 110 were returned. Two additional questionnaires returned were not used; one was not completed, and the other was from a person trained out of state.

TABLE 4 -- QUESTIONNAIRE RESPONSE ACCORDING TO PREPARING INSTITUTION:

Institution	Post Cards	Question-naires	Percentage of Q's Returned
Washington State University	81	31	38%
Central Washington University	61	26	43%
Western Washington University	54	20	37%
University of Washington	36	27	47%
Seattle Pacific University	19	5	26%
Whitworth College	14	6	43%
Eastern Washington University	6	2	33%
Gonzaga University	5	2	40%
Northwest College	3	1	33%
Pacific Lutheran University	3	0	--
Seattle University	2	0	--
University of Puget Sound	1	0	--
TOTAL:	285	110	39%

SUMMARY OF RESPONSES TO EACH QUESTION:

1) I AM NOW . . . (activity)

In educational field:		84
Teachers	72	
Principals	4	
Counselors	2	
Playschool coordinator	1	
Latchkey coordinator	1	
Instructional assistant	1	
Superintendent	1	
Speech pathologist	1	
Other:		30
Back to school	11	
Full-time mom	2	
Unemployed	5	
Graphics designer	1	
Production mechanic	1	
Minister	1	
Restaurant manager	1	
Deli worker	1	
Government worker	1	
Secretary	1	
Cannery employee	1	
Sawmill hand	1	
Office manager	1	
Sales representative	1	
Newspaper editor	1	

Some persons are involved in more than one activity: i.e., teaching and going to school. Of those 110 responding, 84 (76%) are involved in the field of education in some way.

I AM NOW IN . . . (LOCATION)

Oregon	24	Foreign	2
California	20	Illinois	1
Washington	16	Indiana	1
Alaska	13	Kentucky	1
Colorado	7	Massachusetts	1
Idaho	7	Oklahoma	1
Anywhere	1	Pennsylvania	1
Arizona	4	South Carolina	1
Montana	4	Texas	1
Wyoming	3	Wisconsin	1
Connecticut	2		

2) IF YOU ARE NOT TEACHING, PLEASE ANSWER "a," "b," and "c" BELOW:

a) WITHIN THE NEXT TWO YEARS I PLAN TO APPLY FOR A TEACHING POSITION IN THE STATE WHERE I AM NOW LIVING. Yes: 25 No: 14 Maybe: 2

b) I PLAN TO RETURN TO WASHINGTON AND APPLY FOR A TEACHING POSITION WITHIN THE NEXT TWO YEARS. Yes: 16 No: 15 Maybe: 4

c) I DO NOT WISH TO TEACH. Yes: 7 No: 23

WHY?

I just want to sub until my children are in school.

I'm tired of being turned down for teaching positions.

I will return to Washington in three years to teach preschool.

I have applied at numerous districts and haven't been able to secure a position.

Burnt out; filled out over 100 applications -- no response.

Because I'm an administrator.

I'm waiting until my husband finishes graduate school.

I'm currently working as a school administrator.

I'm involved in computer science.

I plan to go into school administration or work as a private management consultant.

3) IF YOU SOUGHT OR RECEIVED CERTIFICATION IN ANOTHER STATE, PLEASE RESPOND TO THE FOLLOWING QUESTIONS:

a) STATE WHERE YOU SOUGHT OR RECEIVED CERTIFICATION:

Oregon	31	Indiana	1
California	26	Kentucky	1
Idaho	13	Massachusetts	1
Alaska	16	Michigan	1
Colorado	7	Missouri	1
Arizona	6	Nebraska	1
Montana	6	Ohio	1
Wyoming	5	Oklahoma	1
Nevada	3	Pennsylvania	1
Connecticut	2	South Carolina	1
Illinois	2	Texas	1
Delaware	1	Utah	1
DOD	1	West Virginia	1
Foreign	1	Wisconsin	1
Hawaii	1		

b) DID YOU RECEIVE A CERTIFICATE?

Yes:	101
No:	5
In process:	12

IF SO, FOR HOW LONG WAS IT VALID?

3 months	1
6 months	5
1 year	23
2 years	4
3 years	15
4 years	8
5 years	31
6 years	4
7 years	8
10 years	2
13 years	1
Life	5

c) WHAT KIND OF CERTIFICATE DID YOU RECEIVE?

Regular	46
Temporary	26
Emergency	3
Substitute	2

d) HOW LONG DID THE PROCESS TAKE?

Quick	1
1 hour	2
1 week	1
Several weeks	8
3-6 weeks	7
1 month	11
Several months	26
3 months	6
4 months	5
5 months	2
6-8 months	4
1 year	6
2 years	2
Forever	1
Don't remember	1

e) HOW WAS YOUR CERTIFICATE ENDORSED? (These figures are based on Washington's certificate system -- i.e., a counseling certificate in another state would equate to our ESA school counselor's certificate)

Elementary	45%
Secondary	37%
K-12	4%
Specialist (Art, music, PE, reading)	10%
Superintendent	1%
ESA	3%

This office checked the recommended assignments/endorsements of certificates these individuals held in Washington with what they were granted in other states. It was possible to do so with 80 of the responses. Approximately 30 were not used; the majority of those were for persons holding Washington certificates that did not carry endorsements or recommended areas. Nearly 100% of those studied were granted a comparable endorsement or certificate in another state.

f) WERE THERE ANY PROVISOS?

Forty one of those responding listed provisos. Some of those individuals had already obtained certification; others had yet to meet a variety of requirements in order to obtain certification. It appears some of these provisos were to meet basic certification requirements; some were for requirements for a particular endorsement; and some were for further certification. Provisos listed were as follows:

CBEST (9)

NTE (3)

Four of the EXCET tests

California achievement test; exceptional child course

Wyoming history test

Arizona Constitution (3)

U.S. Constitution (5)

Arizona history (3)

Nevada law and constitution (2); multi-cultural education, exceptional children; reading methods

California history course

Oklahoma history

PROVISOS (cont.)

CAT test: oral exam

National Multi-Subject Test

A course in non-discrimination (4)

A course in teaching personal finance; to retain social studies endorsement -- approximately 15 quarter hours

CPR course

Master's degree (3)

Finish fifth year (2)

Complete English master's -- approximately 10 credits

Psychology of exceptional children (2)

Economics for teaching

9 quarter hours

3 courses in health, state history, and mainstreaming

7 credits in writing

6 recency credits (2)

Update to meet recency requirement

9 credits of audio-visual

Reading methods

Reading Decoding and Practicum

Reading in the content area (2)

A course in the methods of teaching reading (music teacher)

Reading in the content area, careers education, Oregon anti-prejudice training, and advanced reading

Reading, history, science

1 credit reading; 5 other credits

PROVISOS (cont.)

9 additional English courses or NTE English Exam and CLEP English Exam with English Composition

Additional classes, because they did not recognize a minor in social studies

Special education: teaching of reading only for renewal purposes

4 credits in math

Complete social studies at the elementary level and then be endorsed for elementary education K-6 in addition to special education

6 semester hours

3 courses before certification could be granted

Graduate courses in special education

Two courses

g) DID YOU HAVE TO TAKE A TEST? Yes: 53 No: 58

Thirty four of those required to take a test listed the CBEST. Several had to take tests pertinent to the state in which they were seeking certification (i.e., for Arizona certification, an Arizona state history test). Among the other tests listed were EXCET, NTE, basic skills, CAT, proficiency exam, and a test in his/her major area. Some persons listed fingerprinting, drug and alcohol, and discrimination as a response.

4) WE HAVE AN INTERSTATE CONTRACT AGREEMENT WITH A NUMBER OF STATES AND WOULD LIKE TO LEARN IF THIS AGREEMENT WAS OF BENEFIT TO YOU IF YOU APPLIED IN ONE OF THOSE STATES.

a) WAS THE APPLICATION PROCESS SIMPLER BECAUSE YOU HELD A WASHINGTON CERTIFICATE OR HAD COMPLETED A STATE APPROVED PROGRAM IN WASHINGTON?
Yes: 34 No: 59 Don't Know: 15

b) WERE ANY CERTIFICATION REQUIREMENTS OF THAT STATE ELIMINATED FOR YOU BECAUSE YOU HELD A WASHINGTON CERTIFICATE? Yes: 13 No: 84

A variety of answers were listed with some persons responding that they didn't know. If certification resulted without a problem, a candidate might not know if a certificate in another state made a difference in the evaluation. Out of those who answered "yes," 6 had sought certification in California, 2 in Colorado, 1 in Oregon, 1 in Kentucky, and 1 in Oklahoma. (Of those five states, California is the only one with which Washington has reciprocity.) Generally, holding the Washington certificate allowed for the elimination of a course like reading, speech, or study of the constitution.

5) IF YOU DID NOT RECEIVE A CERTIFICATE, WHAT WERE THE REASONS?

Some of the responses were:

Recency

6 credits required five years prior to application

Need more math

Needed 11 hours

State did not accept minor

Reading methods

NTE (this person is challenging the NTE requirement)

Needed additional hours

CBEST -- 2 (These individuals did not indicate whether the test had simply not been taken, or if the test had been taken and they failed)

3 math courses

6) IF YOU ARE TEACHING IN ANOTHER STATE, PLEASE COMPLETE THE FOLLOWING:

a) I AM TEACHING IN . . .

b) MY ASSIGNMENT IS . . .

The states in which the respondents are teaching were summarized as a part of question 1. Actual assignments are summarized as follows:

ELEMENTARY: 31

Kindergarten	3	Fourth grade	2
First grade	2	Fifth grade	2
Second grade	2	Sixth grade	2
Third grade	3	K-8	1

Elementary Specialists

Bilingual	3
Music	1
Reading	2
Special Education	8

MIDDLE SCHOOL/JUNIOR HIGH: 10

Art
English
Home Economics
Industrial arts
PE/Health (2)
Science (2)
Social Studies
Spanish

HIGH SCHOOL: 14

Home Economics
Industrial Arts (2)
Math
P.E.
U.S. History
Science
English/History/Drama
English/French/Journalism

Special Education 2
Talented & Gifted 2
Secondary teacher 1
Consultant, Career Education

K-12 SPECIALISTS

Music 3
Special Education 3

OTHER ROLES

Counselor 1
Principal 2

c) I BECAME AWARE OF OPENINGS IN THIS DISTRICT --

Through a placement listing at my college/university	33%
Through a written inquiry and application process only while I was still in Washington	6%
Through an interview in Washington by this district plus the application process	7%
Through my visiting the district and completing the application process	38%
Career fair	4%
Other:	11%

Live in Idaho
Word of mouth
Newspaper -- classified ad
Religious order in town
Own inquiry (2)
Husband is principal
Subbing in district

OBSERVATIONS

1) Respondents in this study sought certification and found positions most frequently in neighboring states. That data is not surprising in that Washington Professional Certification receives the greatest number of out-of-state certification applications from persons in neighboring states.

2) More than three-fourths of those responding are involved in the field of education.

3) Most Washington prepared candidates seeking certification in other states received certificates. The validity period was for a year or more in most cases. One, three, and five years were the most frequent validity periods.

4) Almost one-half of those responding received an endorsement in elementary education. Nearly all of those who had endorsed Washington certificates were granted comparable endorsements on their certificates in other states.

5) Respondents frequently were given provisos in other states either for receiving certification or as outlined for further certification. Testing, state history and constitution courses, and reading coursework were some of the most frequently mentioned.

6) Approximately 48% of those responding had to take a test for certification.

7) It's not possible to generalize regarding the effect of the Interstate Certification Agreement on Washington candidates seeking certification in other states. All that can be gleaned from the data is that 34 of the 108 responding to this question believed that holding a Washington certificate made the application process simpler; 59 thought it made no difference; and 15 didn't know. Only two of the four states where Washington candidates most frequently sought certification have reciprocity with Washington.

8) Those Washington teacher education graduates who have jobs in other states were more likely to have obtained positions in the elementary grades.

9) The two most common ways persons became aware of job openings in the districts where they are employed were through a placement listing at the colleges/universities where they were prepared and through visiting the districts and completing the application process.

SUGGESTIONS

1) It is suggested that a future study concentrate on three or four Washington institutions determined by such criteria as size, geography, public and private. Then, with the assistance of Professional Certification, all persons who have made contact with these specific colleges/universities and indicate they are seeking certification in other states could be followed until a response was received. Perhaps some more specific information could be gleaned from having examined the complete population of a campus rather than our depending on random responses.

2) A list of states with which we have reciprocity could be provided the teacher education graduates so they could respond to specific questions regarding their reception, if one or more of the states in which they were seeking certification was listed. Perhaps specific statements could then be made about the reciprocity process.

APPENDIX

EXHIBIT A -- Post Card Given to Teacher Education Graduates 21

EXHIBIT B -- Questionnaire Given to Teacher Education Graduates 22

EXHIBIT C -- Introductory Letter to Education Departments and Placement Officers. 24

EXHIBIT D -- Follow-up Letter to Education Departments and Placement Officers with Post Cards for Dissemination. . . . 25

EXHIBIT A

Dear Washington Teacher Education Graduate:

Since you may be teaching out of state, have applied for certification in another state, or plan to pursue other activities in another state, we would appreciate your providing our office with the following information:

Name:_____ Phone Number (____)_____

Address:_____

_____

School district and state where you are teaching: _____

_____

Specific assignment: _____

I am not teaching out of state but have applied for certification in the state(s) of _____.

Washington college/university attended: _____

Completion date of teacher education program: _____

I am doing neither of the above. I plan to _____
(get married, go to school, etc.)

in the state of _____.

Dear Washington Teacher Education Graduate:

This office is now making a systematic effort to contact Washington teacher education graduates who have obtained teaching positions, have applied for certification in other states, or are pursuing other activities in another state. We are interested in learning about the reception of our graduates as they seek certification in other states as well as learning to which states our graduates go. Also, Washington has an interstate certification agreement with a number of states; we are interested in learning whether or not that agreement has been of benefit to you.

We hope that you will complete the attached card so that we might contact you for additional information. If you should receive a card from more than one source, please complete one card only. Thank you for your cooperation.

Sincerely,

Donald Hair
Director
Professional Certification

EXHIBIT B

QUESTIONNAIRE FOR

TEACHER EDUCATION GRADUATES PURSUING CAREERS IN OTHER STATES

Thank you for having taken the time to complete and return our post card. We would appreciate your now providing us with this additional information.

Complete Name _____
Last First Middle Former/or Name at Graduation

Washington Certificate No. _____

Graduated from _____

1. I am now _____
(activity: going to school, teaching, working as a . . .)

in _____
(city and state)

2. If you are not teaching, please answer "a," "b," and "c," below:

a. Within the next two years I plan to apply for a teaching position in the state where I am now living. Yes_____ No_____

b. I plan to return to Washington and apply for a teaching position within the next two years. Yes_____ No_____

c. I do not wish to teach. Yes_____ No_____

Optional: Why? _____
_____

3. If you sought or received certification in another state, please respond to the following questions. Please use the space on the second sheet if you sought or received certification in more than one other state.

a. State where you sought or received certificate _____

b. Did you receive a certificate? Yes_____ No_____
If so, for how many years? 1___ 2___ 3___ 4___ 5___ Other_____

c. What kind of certificate did you receive? Regular_____ Temporary_____

d. How long did the process take? _____

e. How was your certificate endorsed? _____
(Example: History 7-12; Elementary Education K-6)

f. Were there any provisos? For example: courses you had to complete to get a regular certificate? _____
_____

g. Did you have to take a test? Yes_____ No_____
Which one? _____

4. We do have an Interstate Contract Agreement with a number of states and would like to learn if this agreement was of benefit to you if you applied in one of those states.

   a. Was the application process simpler because you held a Washington certificate or had completed a state approved program in Washington?
   Yes_____ No_____

   b. Were any certification requirements of that state eliminated for you because you held a Washington certificate? Yes_____ No_____
   If yes, what requirement(s)? _____
   _____

5. If you did not receive a certificate, what were the reasons? (Please be specific about requirement(s) the other state(s) indicated you did not meet.)
   _____
   _____
   _____

6. If you are teaching in another state, please complete the following:

   a. I am teaching in _____
   (district, city, state)

   b. My assignment is _____
   (Please be specific. Example: 5th grade; 9th grade English, 3 periods and 10th grade Spanish, 2 periods.)

   c. I became aware of openings in this district --

   ____ (1) Through a placement listing at my college/university?
   ____ (2) Through a written inquiry and applicaton process only while I was still in Washington?
   ____ (3) Through an interview in Washington by this district plus the application process?
   ____ (4) Through my visiting the district and completing the application process?
   ____ (5) Career fair?

7. Do you know any other Washington teacher education graduates in another state for whom you have an address who should be receiving this questionnaire?

   Name _____

   Address _____

   City/State _____

Please return this questionnaire to:

Elizabeth P. Terrey
Certification Specialist
Professional Certification
Superintendent of Public Instruction
Old Capitol Building, FG-11
Olympia, WA 98504

EXHIBIT C

February 12, 1986

Dear _____:

Our office wishes to make a systematic effort to contact Washington teacher education graduates who have obtained teaching positions in other states. We want to learn about the reception of our graduates as they seek certification in other states as well as ascertaining to which states they go. It is our assumption that these data will be of interest to you as well, and we will share that information with you.

Also, as you know, Washington has an interstate certification agreement with a number of states. We have reviewed with some care the programs and practices in another state before making an interstate agreement. However, no systematic effort has been attemoted in order for us to determine whether or not that agreement has been of benefit to graduates of Washington teacher education institutions. We now want to collect such information.

We would like to contact all individuals who have obtained out-of-state teaching positions or have sought certification in another state, not just new graduates. Attached is a sample letter and post card we would like to disseminate to those persons. There are two ways we hope that your college/university will be willing to assist us:

1. When an individual informs the college/university placement office of his/her employment out of state, the placement office would give that person our card and letter.

2. When an individual requests the completion of an institutional recommendation form for another state, the certification officer would give the person our card and letter.

We realize the college/university can assist only those persons who make the effort to contact their colleges/universities, but we are hopeful that group will provide a sizable response.

If you have questions, suggestions, or concerns regarding this project, we'd appreciate hearing from you by the end of February. We hope to initiate this collection process this spring.

Sincerely,

Donald Hair
Director
Professional Certification

Elizabeth P. Terrey
Certification Specialist
Professional Certification

DH:ET:ds

Enclosure

EXHIBIT D

SPI

DR. FRANK B. BROUILLET

Superintendent of Public Instruction

May 6, 1986

Dear

We are enclosing for you the post cards for the study of Washington teacher education graduates who are teaching out of state, have applied for certification in another state, or plan to pursue other activities in another state. Some cards are also being sent to Joanne Sorensen in the certification office at your college/university.

We are interested in contacting all teacher education graduates who have moved to another state, have obtained out-of-state teaching positions, or have sought certification in another state, not just new graduates. When an individual requests the college/university placement office to send placement materials out of state, the person should be provided the two-part post card. If an individual requests the completion of an institutional recommendation form for another state, the certification officer should give the person our card. The college/university has no further obligation.

Of course, we realize you can only assist those persons who make the effort to contact your colleges/universities. We would like to conduct this study through April 1, 1987 and see what the response is. Additional post cards may be obtained from Sharon Shorb in our office by calling (206) 753-2751. Thank you for your assistance.

Sincerely,

Donald Hair
Director
Professional Certification

Elizabeth Terrey
Certification Specialist
Professional Certification

DH/ET:ds

Enclosure

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